

CU VOICE

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NEGOTIATIONS

The setting was the expensively elegant Chancellor's Conference Room in newly refurbished California Hall. The time was 3 PM on May 22, 1970. The occasion was an unlikely meeting of high University officials with a committee of the University Federation of Librarians, Local 1795 of the American Federation of Teachers, AFL-CIO. On one side of a long table sat Vice-Chancellor Robert E. Connick, Vice-Chancellor John H. Raleigh, Assistant Personnel Manager Francis X. (Pete) Small, Personnel Officer Dennis Marino, and Professor Gareth Thomas, assistant to Mr. Raleigh. Opposite them, representing the union, were Allan Covici, Jean Hudson, Rudolf Lednický, Marilyn Peri and Charles Shain. Metaphorically in the middle was James E. Skipper, the University Librarian.

It was a setting worthy of more dramatic events than the next hour-and-a-half would produce. The events that had brought about this meeting were certainly more dramatic: the announcement by President Hitch that he had been authorized to alter markedly the status of 500 building trades workers at Livermore and on the Berkeley campus; their unions' swift preparations to strike against the University; the scarcely concealed dismay of the administration at the turn events had taken; the frantic efforts to forestall the shutdown; the bitter necessity, not only of withdrawing the threat to the building trades employees, but also of making unanticipated concessions to them; the attempt to restrict the hastily-devised new policy of "meaningful discussions" to the one group most immediately concerned; and the inescapable pressure to extend that policy to other employee groups as well.

And now, as one consequence of this kaleidoscopic sequence, two groups faced each other across a conference table, ready to discuss the specific points of an agenda that had been agreed upon in advance:

1. EMPLOYER-PAID MEDICAL AND DENTAL PLAN

Mr. Small then (and later in a memo) stated that Legislative Bill AB 356 increases the State's share of the cost of employee health insurance by \$2 a month. Now \$8, it will rise \$2 annually, to a maximum of \$16 by July 1, 1973. This bill has passed. Though it does not apply directly to University employees, the Regents have generally followed the movement of such State legislation. Mr. Small admitted that by the time the \$16 figure is reached, medical costs will probably have risen, so that basic medical coverage might still not be achieved.

There is no prospect whatever for a dental plan. The University will not pay for it, and as a self-supporting plan, paid entirely by employees, the premiums would be prohibitively high, due to selection mainly by families with children, whose dental costs are usually highest.

2. UNEMPLOYMENT AND DISABILITY PLANS

Mr. Small stated that Legislative Bill AB-114 (Moretti Bill) would make unemployment insurance laws applicable to State employees — and therefore probably to University employees. The University is supporting this bill. Mr. Small said the present optional University Short Term Disability Plan was better than the State Disability Plan, and has since furnished the UFL with comparative information on both of these employee-paid plans. The last period of open enrollment for the University plan ended in October 1966. The union has asked that a new 3-month open enrollment period be announced. Mr. Small responded on July 6 that the President's Office was considering the matter, but that no date had yet been established.

3. SOCIAL SECURITY COVERAGE

No person hired after 1961 has been able to choose Social Security coverage. The University of California Retirement System (UCRS) has been mandatory for all employees hired since then. University spokesmen saw no legal reason why post-1961 employees should not be offered the same choice as older employees, and will attempt to provide information on the union's proposal to let employees choose what system they prefer.

4. SECURITY OF EMPLOYMENT

The union cited Vice-President Angus Taylor's Proposed Section 82 of the Administrative Manual — Librarian Series, dated 1 April 1970: "Conditions of employment: Neither tenure nor security of employment is acquired by appointment to any rank in this series." Librarians' outrage at this statement has apparently had some effect. Making a valiant effort to save face, University spokesmen explained that the term "tenure" was reserved for Professors and Associate Professors, and the term "security of employment" for Lecturers; but assured the union that another term would be found. The union said it had no wish to appropriate terms already assigned, and would be happy with any arrangement of words, so long as it was spelled out to mean firing only for proven serious cause, following full recourse to a meaningful grievance procedure.

5. GRIEVANCE PROCEDURE

Mr. Small said flatly that no changes were contemplated in the Administration's Appeals Procedure for Non-Senate Academic Appointees, issued on 11 September 1968. This procedure does not culminate in outside binding arbitration; a recommendation is made by a panel of three hearing officers nominated by the employee and appointed by the Chancellor. Final authority resides in the Chancellor, although he has never yet overridden a recommendation. The union pointed to the difficulty librarians and others would have in deciding which hearing officer candidates might be most objective and courageous, and to the conflict of interest inherent in a system which allows Chancellor-appointed employees to rule in cases where administrators, including the Chancellor, have strong opinions about which way decisions should go. It observed that none of UC's 150 librarians have ever chosen to take advantage of this appeals procedure, and suggested — Mr. Skipper concurring — that it was highly unlikely a library as large as this would have had no grievances within the past year-and-a-half. The union considered it more likely that librarians lacked faith in the remedies afforded by such an "in-house" system since, on the basis of past performance, the University has shown itself to be harsh and unyielding on the substantive requests of its employees. University spokesmen preferred not to dwell on a past it would have been difficult to defend: we were in a new era, they said, and it would be more productive to concentrate on present attitudes and policies.

6. SALARIES AND COST-OF-LIVING RAISES

Mr. Connick acknowledged that librarians at State colleges might be paid more than librarians at UC. He said that UC faculty might be denied a 5% pay raise next year, possibly as a legislative reaction to campus unrest. This denial could very well apply also to librarians, who are already falling behind financially because of inadequate cost-of-living increases, and may fall behind even further if step increases within classifications are granted every two years, as projected, instead of at one-year intervals, as at present. Mr. Small said he would fur-

nish the union with information on the formula used in computing annual increases in librarians' salaries. He said that the University's information on salaries paid librarians elsewhere might be "confidential."

7. UNION DUES CHECKOFF

Mr. Small said he was personally opposed to dues checkoff. It was customary, he explained, for an employer to obtain a quid pro quo for any such concession it granted employees — a no-strike clause in a contract, for instance — and the union could obviously offer nothing useful in return. He added, however, that a bill then in the State Legislature, if it passed, would make dues checkoff available to all employee organizations, whether the University liked it or not. For complete information on this story, please turn to page 5.

The importance of this meeting does not lie in the tangible benefits immediately attained — there were none. Some possible future gains were mentioned, but many of these are clouded by legislative and administrative "ifs" and "maybes." The exchange of information was useful, even though some of it is a matter of public record. The University has long since established its antagonistic posture toward those of its employees who advocate substantive change or object to the stalling tactics which the University prefers to characterize as "research" and "consultation." This posture has not altered measurably over the years. What has altered has been the number and militancy of those employees who seek to save the University from the policies of the Regents and those other individuals and groups who would destroy it, if they could, as a priceless national resource for unfettered teaching, as well as for bold, imaginative and unconventional student inquiry. The growing strength of organized labor on this campus; the reinforcement that comes from a close relationship with the Central Labor Council — these are two of the hopeful signs that indicate how meetings such as this may one day help to reconstitute the University as an institution we can all be proud of.

THE CASE OF THE BELATED BENEFIT

Too Little and Too Late

Since 1953, Personnel Rule 16 — "Reduced Fee Enrollment Benefit" — has provided that "... full-time employees are eligible for the program of enrollment at reduced fee ... in regular session courses totaling 3 credit hours, or for any single course, even though it may exceed 3 hours." The University thus made it possible for some ambitious employees to improve their academic qualifications, acquire new skills, learn new languages, and generally increase their value on the job. It achieved these laudable ends by assessing these employees 50% of the usual fee when they registered for 20% to 25% of the usual academic program. CU VOICE, in its issue of October 1965, protested this manifestly unfair and disproportionate assessment, and urged that all fees be waived for employees taking one course at the University. The University was, as usual, deaf to the pleas for equity, and blind to its own self-interest.

Effective April 1970, the "Reduced Fee Enrollment Benefit" was revised to permit employees' enrollment for a class upon payment of 33% of both the University Registration Fee and the Education Fee — still proportionately more than students pay for their academic studies.

The amount of money "loss" to the University for sponsoring an enlightened program of employee study would be inconsiderable. The benefits to the University would be incontestable. Yet the administrative mountain has labored for five years and brought forth this pitiful little mouse.

If anyone wants still another case study in the University's cynical approach to employee relations, we offer this sequence as a worthy entry in the current series.

THE THREATENED STRIKE



Perhaps the Regents consulted their astrological charts and decided that 1970 was a good year for anti-labor activity. President Hitch announced in March of this year that a Regents Resolution had delegated to him the authority to lay off 50% of some 500 building trades employees and reclassify the rest so that they would suffer a wage cut estimated at 25%.

Labor, it turned out, was not looking the other way, and had no intention of waiting until the University found precisely the right moment to let the ax fall. The building tradesmen voted on 17 April 1970 to strike the Berkeley campus and the Lawrence and Livermore Radiation Laboratories as of 27 April.

Chancellor Heyns protested plaintively that the ax had only been poised to strike: "There was no timetable set... Movement towards this goal should be explored... We have no present plans to move in this direction."

To no avail. In short order, the Central Labor Council of Alameda County voted to support the Building Trades Council. Other campus unions (AFSCME 1965 — clerical, technical and professional; AFSCME 371 — custodians; AFT 1474 — faculty; AFT 1570 — teaching assistants; and AFT 1795 — librarians) were called upon to respect the planned picket lines. At the same time, faculty, librarians and clerical-technical employees sought and obtained strike sanction to forward their own elementary and long-deferred demands.

On 21 April President Hitch released a press statement which denied University intent to carry out the threatened building trades layoff and wage cuts. Instead, he proposed "meaningful discussions," "joint studies," and "joint findings of facts, and exchange of proposals on which appropriate wage rates, benefits, and working conditions can be predicated." He also promised the intervention of the President's Office "in the event of major problems" and said that "a written statement of the understanding achieved will be given to all parties."

Faced with the almost-certain shutdown of the Berkeley campus more than a month before Commencement, the University Administration had suddenly discovered the virtues of sweet reason! Upon its assurances, the Building Trades Council postponed its strike indefinitely. In

the meantime, Executive Secretary Richard Groulx of the Central Labor Council sought to extend the University's shiny new labor policy to other campus unions, including that of the librarians. After considerable pressure, Chancellor Heyns sent a letter to Mr. Groulx on 18 May. In it he said:

I am instructing employment relations representatives to meet, when requested, with representatives of employee organizations and conduct meaningful discussions of issues with them.

Every reasonable effort will be made within the authority of the campus to resolve issues upon a mutually agreeable basis, including exchanges of proposals and joint fact-finding, and if and when understandings are achieved, they will be reduced to writing pursuant to University policy.

The Chancellor then continued with a statement which should be engraved in letters of fire for the benefit of those library employees who believe that reason, justice and understanding form the basis of the University's economic policies toward its employees:

It could well be that the quality of the discussion would be dependent on the degree of representation the employee organization has among the totality of employees.

In other words: You will get from us only what you can force us to give. If you have not been able to persuade your colleagues to join in your demands, you will scarcely succeed in persuading us to accept them.

On this campus, everything pales before power — the tremendous power of a majority of reactionary Regents, speaking sometimes nakedly, as in their flagrant firing of Professor Angela Davis of UCLA; and sometimes through their high administrative employees, such as the President, the Chancellor, the Campus Personnel Officer. But this power, though great, is not limitless; it can be breached, as the recent confrontation with the Building Trades eloquently demonstrated. The threat of an effective strike by united labor forced an unprecedented, hasty revision of a University policy that had been unchanged since 1954. With more help from more employees, there will be more changes — more victories.

LAYOFFS

Memorandum from the Office of the Chancellor,
6 February 1970:

The Office of the President has established policies and procedures to be followed in the future if lack of work or funds should require reduction of employment in certain categories of non-Senate academic personnel.

The attached policy specifies the procedure to be followed on the Berkeley campus. It should be brought to the attention of non-Senate academic personnel under your jurisdiction. In doing so, please emphasize that the Universitywide policy and its promulgation at Berkeley do not have specific reference to any imminent or prospective staff reductions. The intent is to formalize procedures that have been followed generally for many years and to contribute to uniform and equitable employment practices in the University.

Robert E. Connick
The Vice Chancellor

This University Academic Non-Senate Layoff Policy — Berkeley Campus is the first general threat to employees' jobs since the 1930's. Few librarians will be found ingenious enough to believe that its issuance was intended merely "to formalize procedures that have been followed generally for many years." A top administrator, like a big-league baseball pitcher or — more relevantly — an investment broker, counts a well-developed sense of timing among his most valuable characteristics. This announcement was intended to prepare the University community for layoffs, no less real for not being, this month or next, "imminent."

Given the decline in the economy and the political and financial pressures to which the University is increasingly subjected, it is perfectly natural that administrative officials should wish to formalize their layoff procedures and prepare employees for the possible loss of their jobs. It is perfectly natural, also, that librarians, in view of the visible threat to their continuing employment, should have some questions to ask:

1. Why has the University consistently refused to institute an Unemployment Compensation Insurance Program? This was a key recommendation of the 4 December 1969 Annual Report of the California State Personnel Board. AFT 1795 and other unions have repeatedly called for such minimum job protection. The University's rejoinder is that this is dependent upon funds voted for the purpose in Sacramento. But what has the University ever done to urge or encourage such legislative action?

2. Why is there no provision for librarians' voice in determining and applying criteria for layoffs, so that consistency and equity can be assured? The Chancellor's Office memorandum is silent on this point.

3. University Administration has slammed the door on any further discussion of a meaningful grievance procedure. Thus, individuals who feel they have been laid off on a discriminatory basis will have only a discredited policy to "protect" them. More than one-third of the professional librarians on this campus have at one time or another rejected as inadequate certain continuing provisions in the University's grievance procedure. Is it expected that employees about to be laid off will perceive in the revised procedures an equity which has up to now escaped them?

4. Where suitable alternative employment is not found for librarians facing layoff, will there be an opportunity to reduce hours and share available positions? For example, could librarians be given the option of half-time appointments to minimize layoffs?

5. The memorandum provides that competent employees with many years' seniority can be laid off in favor of recent employees with special skills, knowledge or abilities. Does not the University have a special obligation toward a person who may have invested a significant portion of his working life with the University, but yet may lack the special ability and greater potential of an employee much more recently employed?

6. Why has the University refused since 1961 to permit employees to choose a retirement plan that includes social security, instead of insisting that only its own retirement program be required — a program, by the way, that saves the University millions of dollars per year in paid-out benefits? Some employees who are laid off may be forced to withdraw their retirement contribution immediately in order to meet living expenses during a period of unemployment, and thus be left with no retirement protection whatever. A retirement program that is tied to a single employer or a small group of employers holds very great risks for some employees.

"Procedures that have been followed generally for many years" are not necessarily acceptable now. Indeed, the very strong likelihood is that they are not acceptable now. The highest officials of the University have several times confessed to their error in attempting blindly to perpetuate obsolete directives. They have admitted responsibility for much of the trouble that has plagued this campus for years. The inequitable, undemocratic procedures that have largely governed this University's dealings with its students and employees will no longer be accepted without protest. A University policy about layoffs, drawn up and announced without any consultation whatever with the people it most affects, does not reflect "equitable and consistent treatment for the cited categories of academic staff members"; it reflects the cynical and hypocritical approach to problems which has helped to make this University's misfortunes so prominent in the world's headlines.

DUES CHECKOFF

Will the Real Reason Stand Up... Please?

It's that time of the year again.

Once more the legislature is considering a CSEA measure to force the University of California to deduct employee association dues from the paychecks of its 30,000 non-teaching employees.

CSEA has the utmost respect for the august University, the largest in the West.

But the 101-year-old institution has one glaring blind spot. It refuses to bring its personnel practices into the 20th Century.

Spokesmen for the university recently gave a legislative committee these reasons for opposing payroll deduction of dues:

- "our computer is on the ragged edge of inadequacy."
- "weird and radical organizations could take advantage."
- "the university knows best what is good for its employees and there is nothing an employee organization could do for an employee that the university is not doing or able to do."

CSEA would respect the university more if it would drop these lame, feeble and paternalistic excuses, and give a direct, honest cause for its opposition.

The real reason for its opposition is that UC is afraid that employee groups will grow in size and influence if employees are allowed to pay their dues by the payroll deduction method.

California legislators, to their credit, have shown a growing impatience with double-talk from the university administration. The Assembly recently passed a CSEA-sponsored bill to require payroll deduction at the university level on a 68-0 vote.

Last year similar legislation was killed in the Senate Finance committee.

CSEA is confident that state senators will be as forthright this year as their lower house colleagues.

On June 26, in a letter to the University Federation of Librarians, Employee Relations Coordinator Francis X. Small supplied the coda to this administrative minuet:

... The Regents at their last meeting changed their long-standing policy on payroll dues deduction for employee organizations. This will now be permitted for organizations representing regular University staff employees, subject to elaboration of the conditions contained in their resolution, an "Item for Action", a copy of which is attached.

As you will note, it applies only to staff personnel and only to employee organizations meeting other criteria, and not to faculty or academic classes. This follows the language of AB-172 (Priolo) which in conference was amended to exclude those classes. The Regents' policy thus follows the intent of the bill.

For more than a decade employee organizations at the University of California have fought for payroll deduction of their members' dues. The University has fought back — consistently, fiercely, effectively. Bills introduced in the State Legislature in Sacramento died year after year. The California State Employees Association (CSEA) — an organization not renowned for its pro-labor sympathies — has been a leading force in this continuing battle, and this year again it sponsored a dues deduction bill: AB-172 (Priolo). In the ordinary course of events, the University would once again have succeeded in its task of quiet assassination. But this year things didn't go according to script. The bill passed the Assembly by a vote of 68-0, slipped by the Senate Industrial Relations Committee, and went to the Senate Finance Committee for its final hearing. And suddenly the Regents were faced with the imminent passage of a measure which would encroach slightly upon their almost unbridled authority to run the University as they saw fit. The diminution of their power might be minuscule, but the precedent established in law would have a significance far beyond the immediate occasion. It was time to make concessions — and deals.

We may never know exactly what pressures the University brought to bear in Sacramento. We know that the Priolo Bill was amended in conference — perhaps "underwent major surgery" would be a more appropriate phrase. We know that the University then agreed informally to grant to CSEA and other such employee groups all the provisions of the now-emasculated bill. And we know that the Priolo Bill expired shortly thereafter, like all its predecessors.

The University kept its bargain. On June 12, 1970, in an "Item for Action", President Charles Hitch proposed that the Regents authorize him "to permit payroll deductions by regular University staff employees for the purpose of payment of membership dues to a bona fide employee organization." Demonstrating an unsuspected flair for farce, Mr. Hitch added: "There has been considerable support from campus administrators for providing this payroll deduction, and indeed it would provide the basis for more formal procedures in dealing with employee organizations. Payroll dues deduction is increasingly common among private as well as public employees, and the above recommendation is a reasonable step for the University to take."

CSEA members must have had difficulty in restraining their guffaws at this astounding intelligence. They may have remembered a story published scant weeks before in their own California State Employee:

The California State Employee, in its issue of May 1, sheds some light on the sequence of events in Sacramento:

CSEA's bill to allow payroll deduction of dues for members who are employees of the University of California is being amended to exclude faculty members.

As first written the measure would have allowed any university employee to sign up for payroll deduction of his dues to a bona fide employee organization. CSEA represents few academic employees at the university. (Emphasis supplied)

Lee Ridgeway, CSEA's chief legislative advocate, explained the amendment was proposed to make UC payroll deduction more acceptable to the legislature and the administration.

The University claims to be neither for nor against unions, maintaining a position of lofty neutrality. This is a fiction, and no longer a polite one. The University is demonstrably anti-union, as the articles in this issue of CU VOICE make quite clear. Since a strong faculty union poses a special threat to the ad-

EMPLOYEE SAFETY

All professional librarians on the Berkeley campus belong automatically to the Librarians Assembly of the University of California (LAUC). The following was passed as a sense motion at a LAUC membership meeting on May 1, 1970, and sent to James E. Skipper, the University Librarian:

1. LAUC urges the immediate creation of a U.C. campus Employee Safety Board to investigate and report promptly on the immediate, short- and long-range effects of the crowd control gases to which librarians and other library employees are being exposed.

We suggest that this Board should include ophthalmologists, nerve specialists, and upper respiratory specialists. We think it should include independent, non-University specialists, and that all findings should be published without delay — including minority views. An interim report should be published as quickly as possible.

2. LAUC urges that a mobile first-aid station be created on this campus immediately to treat employees affected by gas or other violence, without charge. It is important that knowledgeable physicians and attendants, who know precisely what gases have been used, and who know precisely what remedies are called for, should staff this first-aid station. In the meantime, Cowell Hospital might render such first-aid to affected employees.
3. LAUC urges that gas masks be furnished immediately to all U.C. employees, with priority to those repeatedly caught in the line of fire or in the downwind path

ministrative hierarchy, the privilege of dues checkoff must not be extended to academic groups. All employee organizations are equal, but some are less equal than others: it is never explained why it is "reasonable" to permit dues deduction only for nonacademic groups.

So far as we can determine, every employee of every state agency, including every office, department, board, commission or other unit or division of the state government, and including the University of California and the California State Colleges, is eligible for payroll deduction for membership or union dues, excepting only academic employees of the University of California!

The University has fought the good fight. It has suffered a defeat, but it has salvaged something, too: it has snatched dishonor from the jaws of equity. Attacked by the Democratic Monster, it has lost a skirmish, but it is not dismayed. Its breath may come a little short for a while, but its corporate heart still beats strongly, ready for the next, inevitable, encounter.

from such areas. Stationary engineers have been furnished with U.C.-issued gas masks because of continued danger associated with refrigeration gases. Library employees require protection, too.

4. LAUC urges that industrial accident forms be distributed to all U.C. library employees to report gas and/or other injuries, in case long-range or deferred damage results from such incidents. We call upon the University Administration to acknowledge its financial responsibility in such established cases and ask that the University furnish technical assistance to individuals wishing to fill out such forms.
5. LAUC urges that the dumping of noxious gases into the atmosphere in a wholesale way — as exemplified by the speeding police car on Bancroft Way, or last year's helicopter incident — be discontinued forthwith. While we do not have control over police tactics, we urge that whatever crowd control measures are employed should minimize predictable harm to the general population. **WHENEVER ADVANCE NOTICE OF THE LIKELY USE OF SUCH AGENTS IS KNOWN, EMPLOYEES SHOULD BE REMOVED FROM THE AFFECTED AREAS BEFORE THEIR HEALTH IS ENDANGERED.**
6. LAUC urges the University Librarian to notify appropriate University authorities of this resolution, such as the Office of Environmental Health and Safety, so that they can take the necessary measures — including contacting outside authorities — to make this resolution effective.

WHO SPEAKS FOR LIBRARIANS?

Librarians at the University of California have for years felt the need for an independent organization that would speak for their needs and interests. Thus, when LAUC (Librarians Assembly of the University of California) was formed in 1967, there were many who hoped that a democratic nonpolitical body had been created which would reflect accurately and purposefully the opinions of the great majority of the professional staff. They hoped that a strong voice would be raised to argue for improvement in salaries, adequate fringe benefits, an equitable grievance procedure, fair promotion policies, and the necessary changes in the philosophical principles of librarianship that were beginning to concern their professional colleagues throughout the country.

Yet in the three years of its existence LAUC has been unable even to obtain official University recognition, possibly because its by-laws have not been rendered sufficiently innocuous to be given the Big Brotherly stamp of approval. Challenged by conflicting forces within its own compulsory membership, beset by individuals who espouse completely the administrative viewpoint and fight bitterly to keep it from accomplishing ends those individuals consider overly "radical," LAUC fulfills a highly conservative function. With the whole-hearted cooperation of the Librarian's Office at Berkeley, it has provided some useful research, issued some provocative reports, and performed as well as can be expected for an organization so broad-based and so ultimately compliant to the establishment whose strictly delimited ends it serves.

What are the possible alternatives to LAUC? Certainly not the hand-picked Task Forces set up for short-range and specific studies as the Librarian's Office seeks knowledge and advice. Admirable as their work may be, they are no substitute for organized, continuous, democratic, ground-breaking action.

The only reasonable alternative for LAUC at present is the University Federation of Librarians. Organized in 1965 as a chapter of the University Federation of Teachers, American Federation of Teachers (AFL-CIO), it became a separately chartered local of the AFT in October 1967. It is a democratically-run organization. It holds bi-weekly meetings; its Executive Committee meetings are open to all members. At intervals it publishes CU VOICE, which is distributed to all librarians on all UC campuses, as well as to library schools and large public and academic libraries throughout the world. By now CU VOICE has established a national reputation, and has been mentioned favorably in such publications as Library Journal.

The UFL submitted its Library Improvement Program to Mr. Skipper in August 1968, and discussed it with him in a series of extended meetings. Subsequently, many of its important points were included in the report of the Task Force on Academic Library Personnel appointed by Mr. Skipper in the fall of the same year. The UFL has since distributed a detailed critique of certain aspects of the report. In this, as in many other matters, it has been a vigilant and moving force toward the progress that most librarians want.

Here are some of the specific gains which the union has been instrumental in effecting:

1. The change in regulations which now provides that employees may choose pay instead of receiving compensatory time for holidays worked.
2. The distribution of semi-annual notices of sick leave and vacation leave balances to all appointed library personnel.
3. The regular announcements of job openings in non-Berkeley U.C. libraries for those with the rank of Librarian III and above.
4. The posting of full job descriptions for vacancies — replacing the previous policy of listings giving only title, department, classification, and salary.
5. The relaxation of the regulation prohibiting the hiring of relatives within the library system.
6. The grudging concession, in the modified grievance procedure, that librarians may themselves select adjudicators.
7. The clarification of the regulations regarding auditing of courses on library time, and relaxation of the restrictions concerning the relevance of such courses to the employee's specific job at the library.
8. The stipulation that travel and per diem funds be made available to librarians with business at library conferences and meetings, even though they do not directly represent the library administration.
9. The breaking of the log jam which had traditionally prevented Librarians-II from being promoted to Librarians-III, following submission of the union's detailed data on comparative practices at UC and UCLA.
10. The move toward restructuring the Librarian series to reflect librarians' proper position in the academic community.
11. The marked change in the administrative posture toward librarians, reflected constantly in words and deeds during the past few years.

Elsewhere in this issue is an account of a meeting that negotiators of the UFL had recently with top-level campus administrators. This points up one of the greatest strengths of our organization: its affiliation with the Central Labor Council of Alameda County. The University is nothing if not realistic: it is moved by power as it is rarely moved by considerations of equity and fair play. Without the powerful presence of organized labor on this campus, it is highly unlikely that a situation would ever have arisen that would compel such august representatives of the University to grant an audience to members of a comparatively minor employee organization.

You can help to diminish the strength of the University's battle against the 20th century. The more members the union represents, the faster all librarians will benefit from our continuing efforts to have them treated as something other than second-class academic employees.

CAMBODIA

CENTRAL LABOR COUNCIL OF ALAMEDA COUNTY (CLC-AC) OPPOSES CAMBODIAN WAR

On May 8, 1970, the following resolution was approved by the CLC-AC Executive Committee. It is slightly reworded from the motion passed by the CLC delegates on May 4. The University Federation of Librarians' delegates helped pass the original motion, and the Local voted support of the final resolution on May 9.

Whereas, the Central Labor Council of Alameda County and its Affiliates, through the Committee on Political Education, participate in politics for the purpose of making our voices known through our elected representatives, and

Whereas, President Richard M. Nixon has chosen to ignore constitutional requirements by arrogantly and unilaterally ordering United States forces into Cambodia without prior consultation with our elected representatives in Congress, and

Whereas, we as working citizens are just as concerned with violation of the law by business and government as we are with crime in the streets,

Therefore, be it resolved that in order to stop the illegal tendency in high office to trample on the constitutional rights of American citizens, this Central Labor Council urges Congress to:

1. repeal the Gulf of Tonkin resolution without delay, as we have requested in the past,
2. pass the Hatfield-McGovern bill to cut off funds for Cambodia as of now, and for Laos/Vietnam as of December,
3. censure the President for his deception, his dishonesty and his violation of our Constitution,

and be it further resolved that all other California Central Labor Councils be asked to concur in this resolution, and that they and we communicate this resolution to the State Federation of Labor Secretary, our Congressmen and Nixon.

IN MEMORIAM

LEROY CHARLES MERRITT

1912-1970

A GREAT TEACHER WHO INSPIRED LIBRARIANS TO FIGHT CENSORSHIP, A LEADER IN THE STRUGGLE FOR INTELLECTUAL FREEDOM, AN EARLY SUPPORTER OF THE FORMATION OF THE UNIVERSITY FEDERATION OF LIBRARIANS

Do you want to know more about the library union? Simply fill out this form and mail it to:

University Federation of Librarians
P. O. Box 997
Berkeley, California 94701

I would like to join the UFL _____

I would like to attend your
next meeting _____

Please send me more information _____

Name _____

Address _____

Telephone _____

CU VOICE

P.O. Box 997

Berkeley, California 94701

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